



NCI Data Deep Dive-Employment

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Introduction

- ▶ Around the country, state developmental disability agencies are focusing their efforts on improving the quality and stability of the workforce for adults with Intellectual and developmental disabilities. In a recent report generated in 2017 by the President's Committee on People with Intellectual Disabilities, 85% of adults (18+) with developmental disabilities do not have a paid job in the community.
- ▶ People with intellectual and developmental disabilities (IDD) are comprised of an underutilized population of potential employees proven to be a positive influence on coworkers, customers, and the community in which they reside.
- ▶ Some companies suggest that individuals with intellectual and developmental disabilities include: dependable, engaged, motivated, great attendance, attention to work quality, and high productivity.

Continued

- ▶ NCI (National Core Indicators) provides data on employment outcomes of people with developmental disabilities receiving services.
- ▶ The information in this report is drawn from the National Core Indicators (NCI) 2016 Staff Stability Survey and the 2011-2012 National Core Indicators (NCI) Consumer Survey of various states. The purpose of this report is to discuss the data and determine how Washington DC falls amongst other states regarding employment for adults with intellectual and developmental disabilities.

Responses

- ▶ The Consumer Survey responses were provided by face to face discussion.
- ▶ The data briefs are developed by NCI staff using data from various datasets/surveys of interest (e.g., provider, consumer, family member, etc.). The topics are usually based on feedback from participating states during the NCI meetings/webinars throughout the year, or from other IDD agencies.

State Participation



20 States plus the District of Columbia participated in the 2016 NCI Staff Stability Survey		
Alabama (AL)	Indiana (IN)	Pennsylvania (PA)
Arizona (AZ)	Maryland (MD)	South Carolina (SC)
Connecticut (CT)	Missouri (MO)	South Dakota (SD)
Washington DC (DC)	Nebraska (NE)	Tennessee (TN)
Georgia (GA)	New York (NY)	Texas (TX)
Hawaii (HI)	Ohio (OH)	Utah (UT)
Illinois (IL)	Oregon (OR)	Vermont (VT)

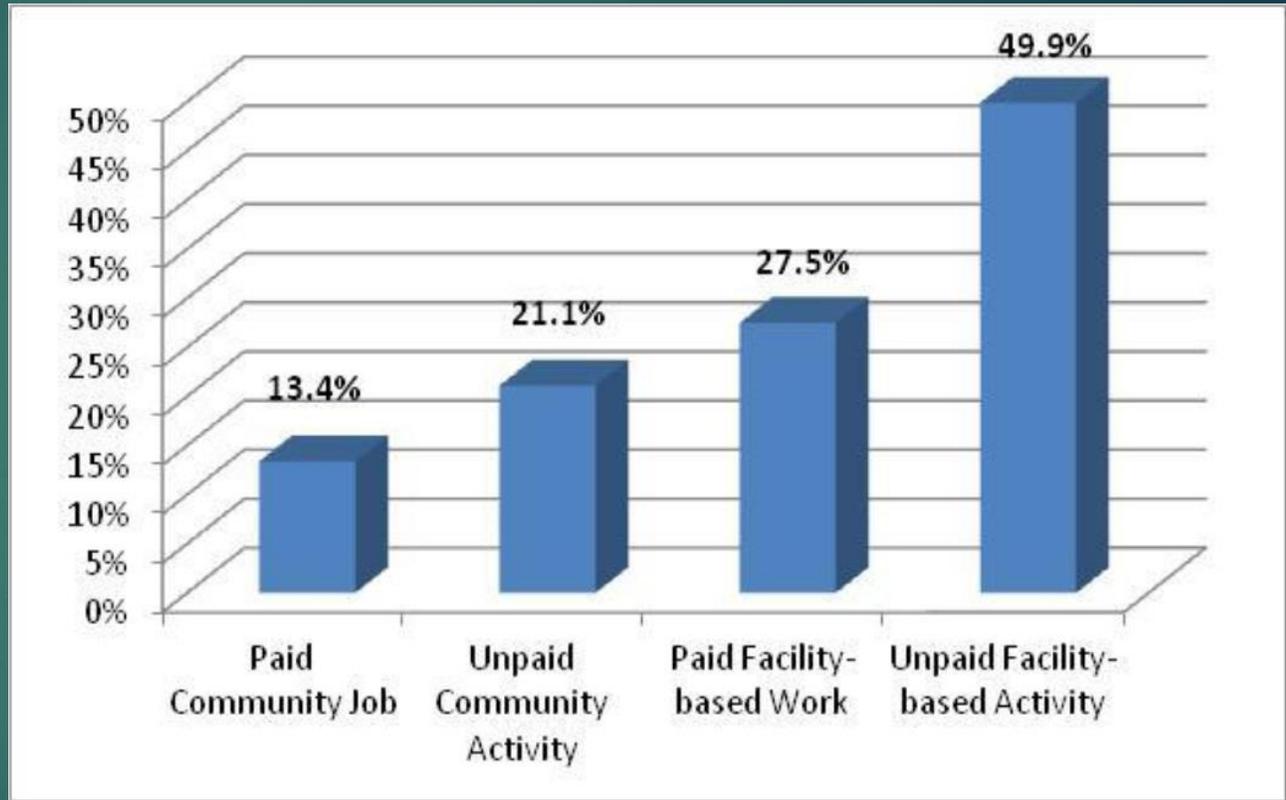
Types of Employment/Activity



- ▶ Paid Community Job
- ▶ Unpaid Community Activity
- ▶ Paid Facility Based Jobs
- ▶ Unpaid Facility Activity

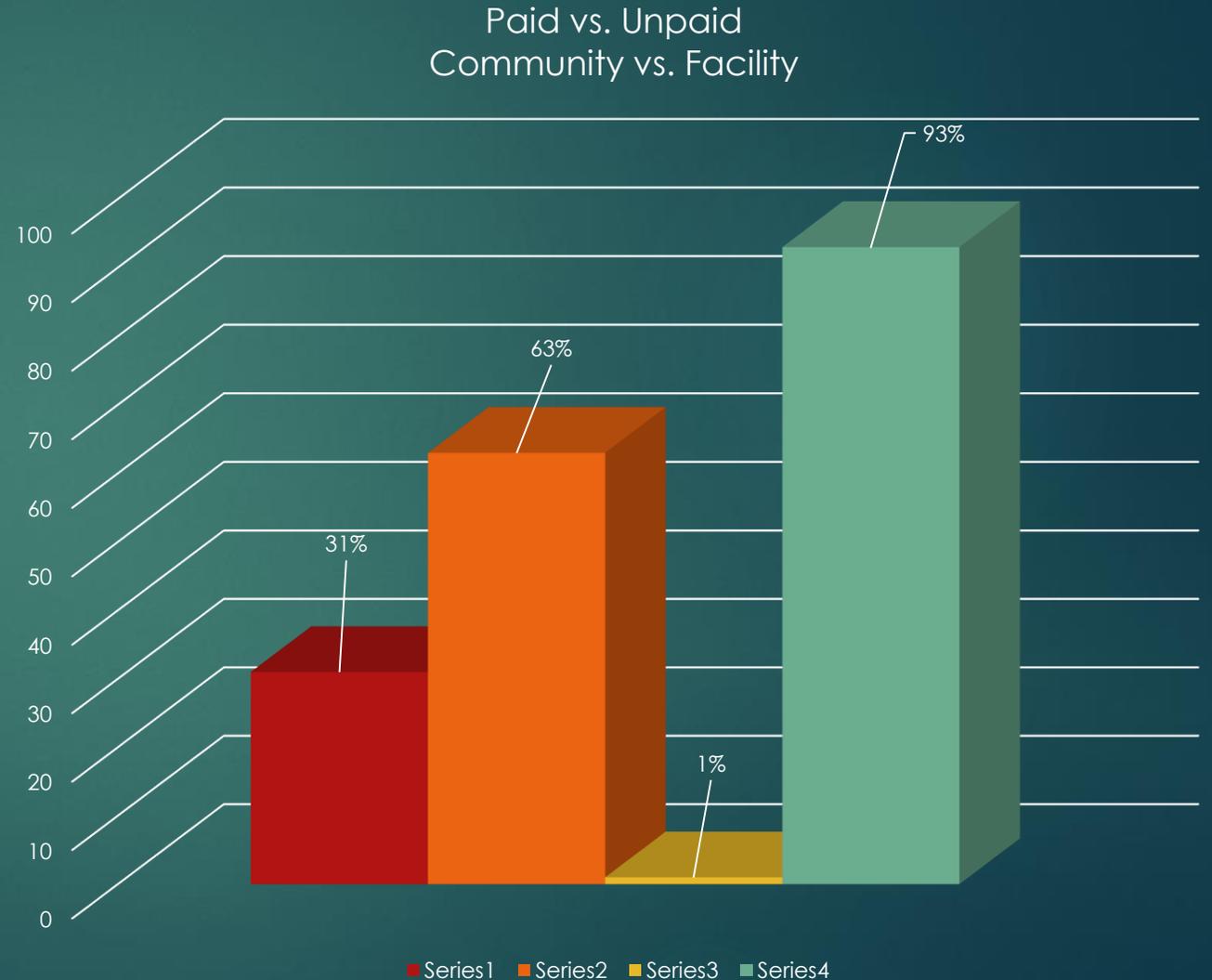
NCI Consumer Survey Reports...

- 49% of individuals that responded, reported that they participated in an unpaid facility-based activity during the day.
- 27.5% reported that they were in a paid facility-based job.
- 21.1% of the participants have reported that they were engaged in an unpaid community-based activity during the day.
- 13.4% reported that they engaged in a paid employment in the community.

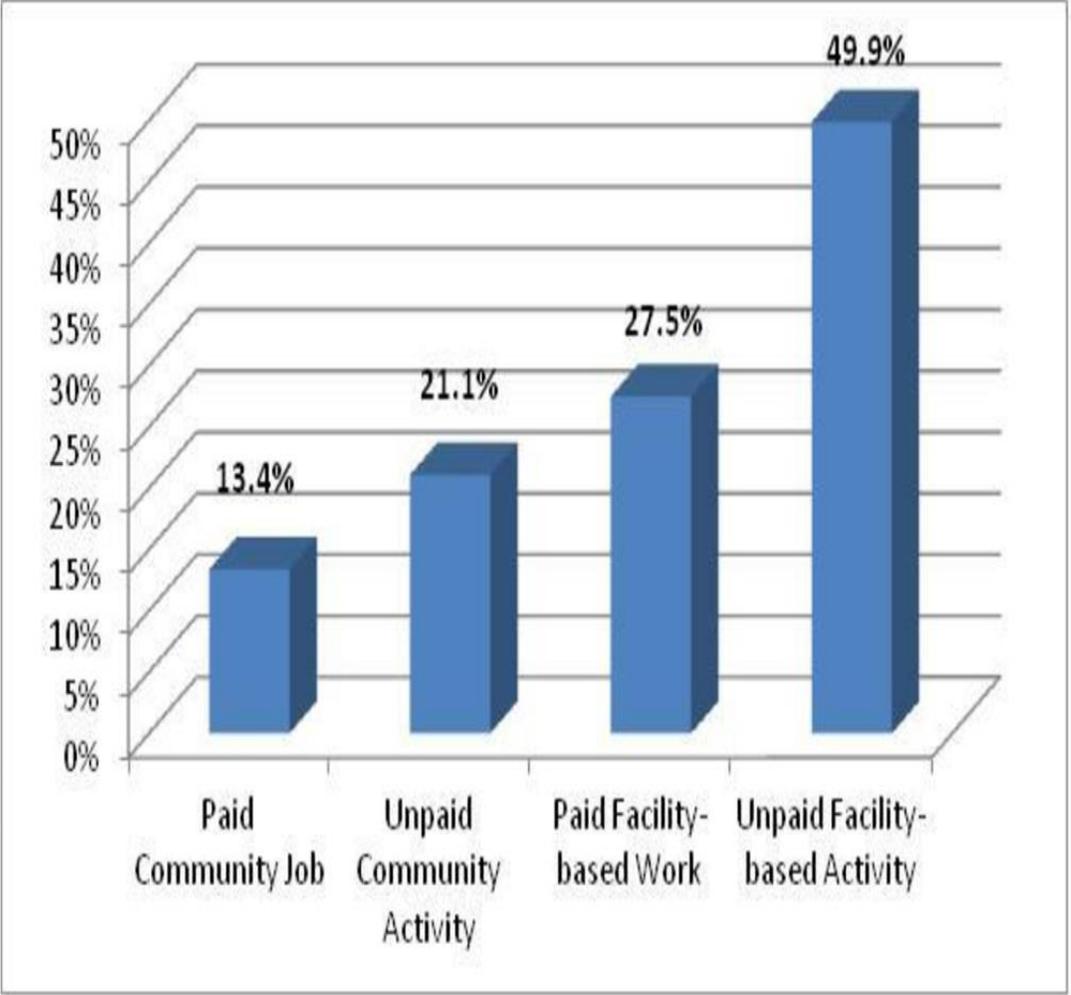


Washington, DC

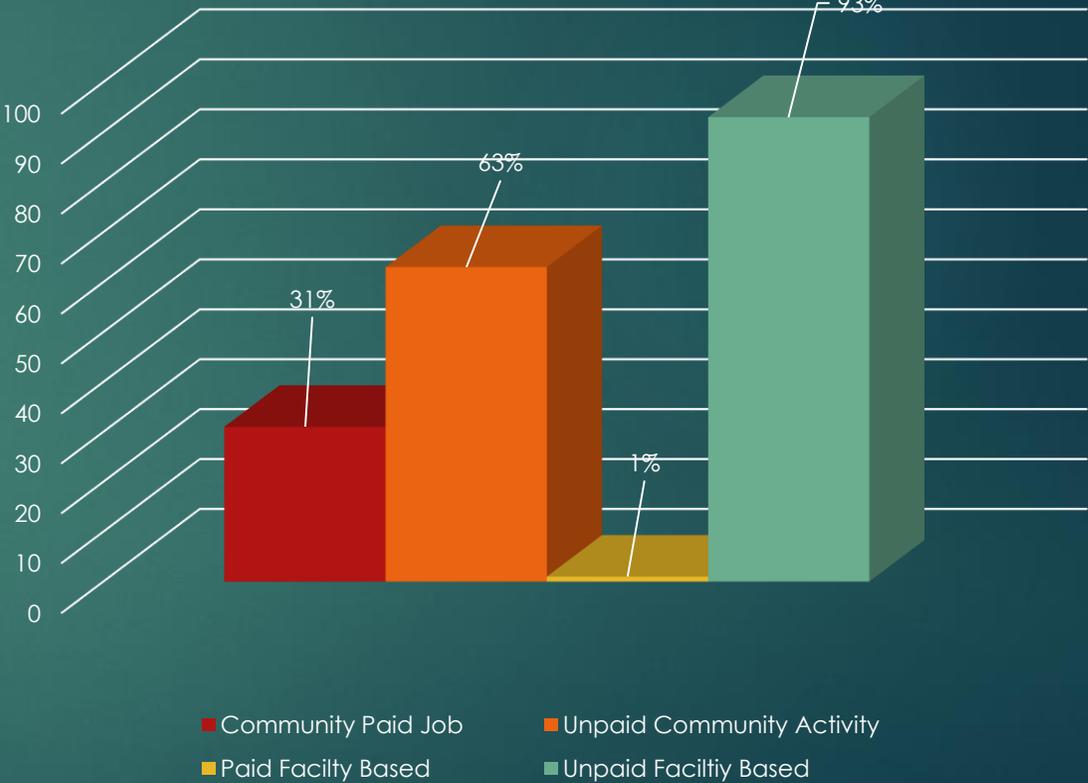
- Out of 412 responses, 31% reported that they were engaged in an unpaid community activity.
- 63% reported that they were not engaged in an unpaid community activity.
- 1% reported that they were engaged in a facility based job.
- 93% reported that they were not engaged in a paid facility based job.



Comparison



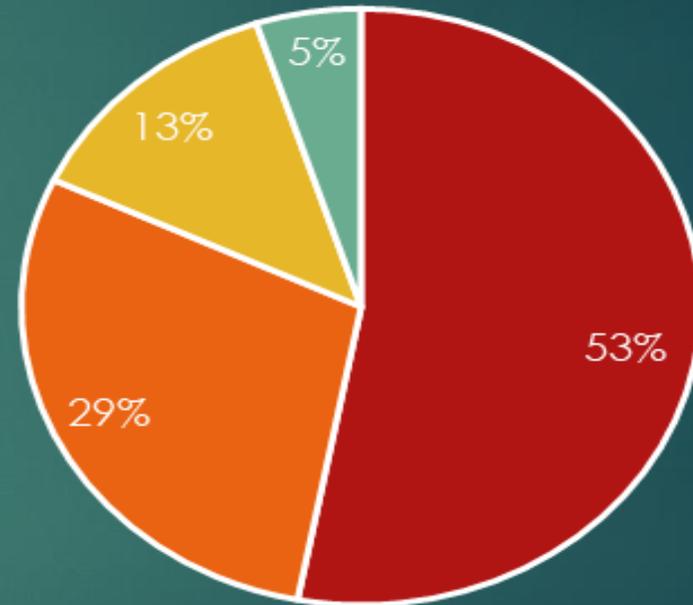
Unpaid vs. Paid
Community vs. Facility



Is Employment Listed As An ISP Goal?

- Out of 412 responses, 53% reported that community employment was not an ISP goal
- 29% reported that community employment was an ISP goal
- 13% reported that they were unsure if the goal was listed
- 5% of the participants did not respond

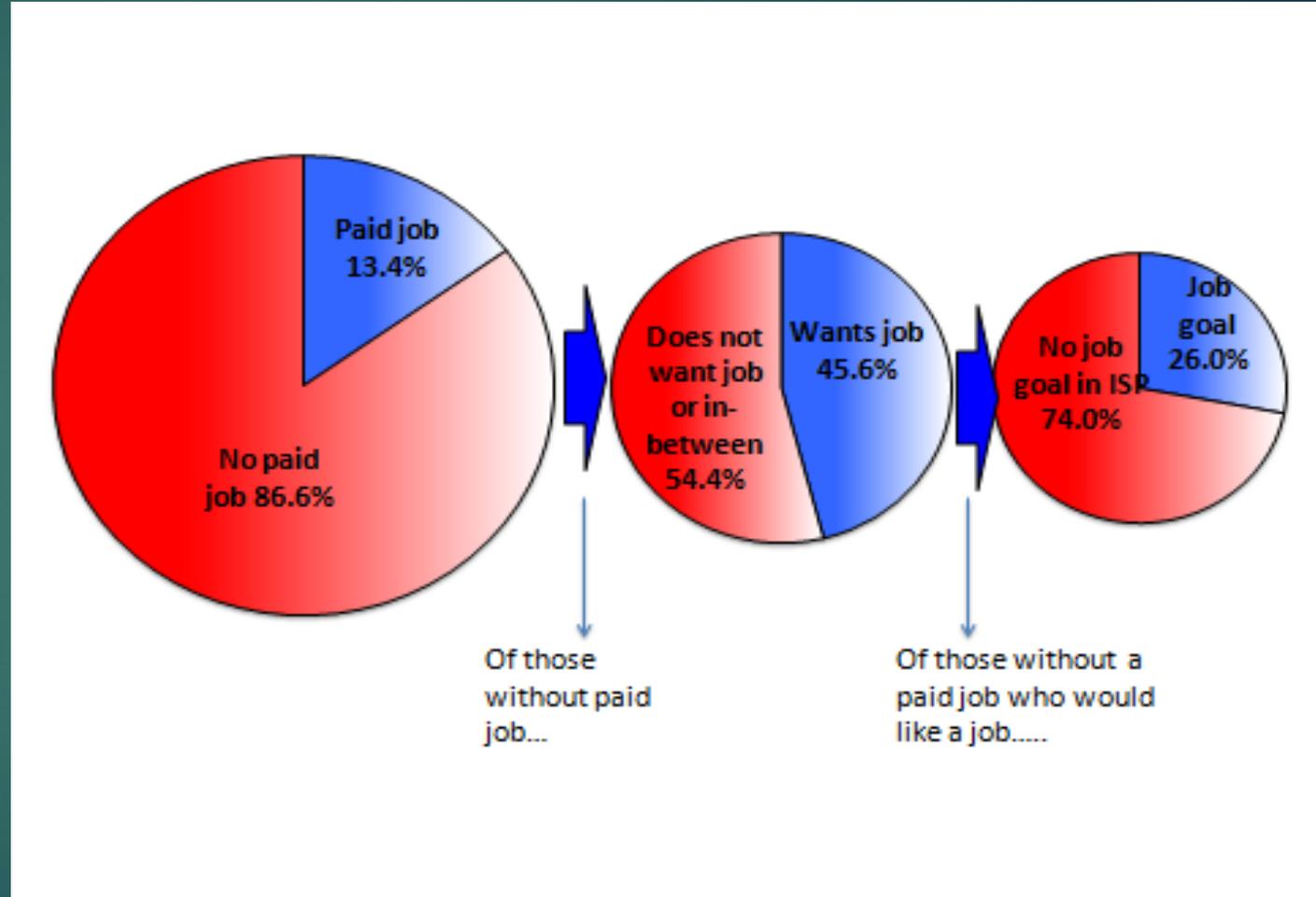
Community Employment



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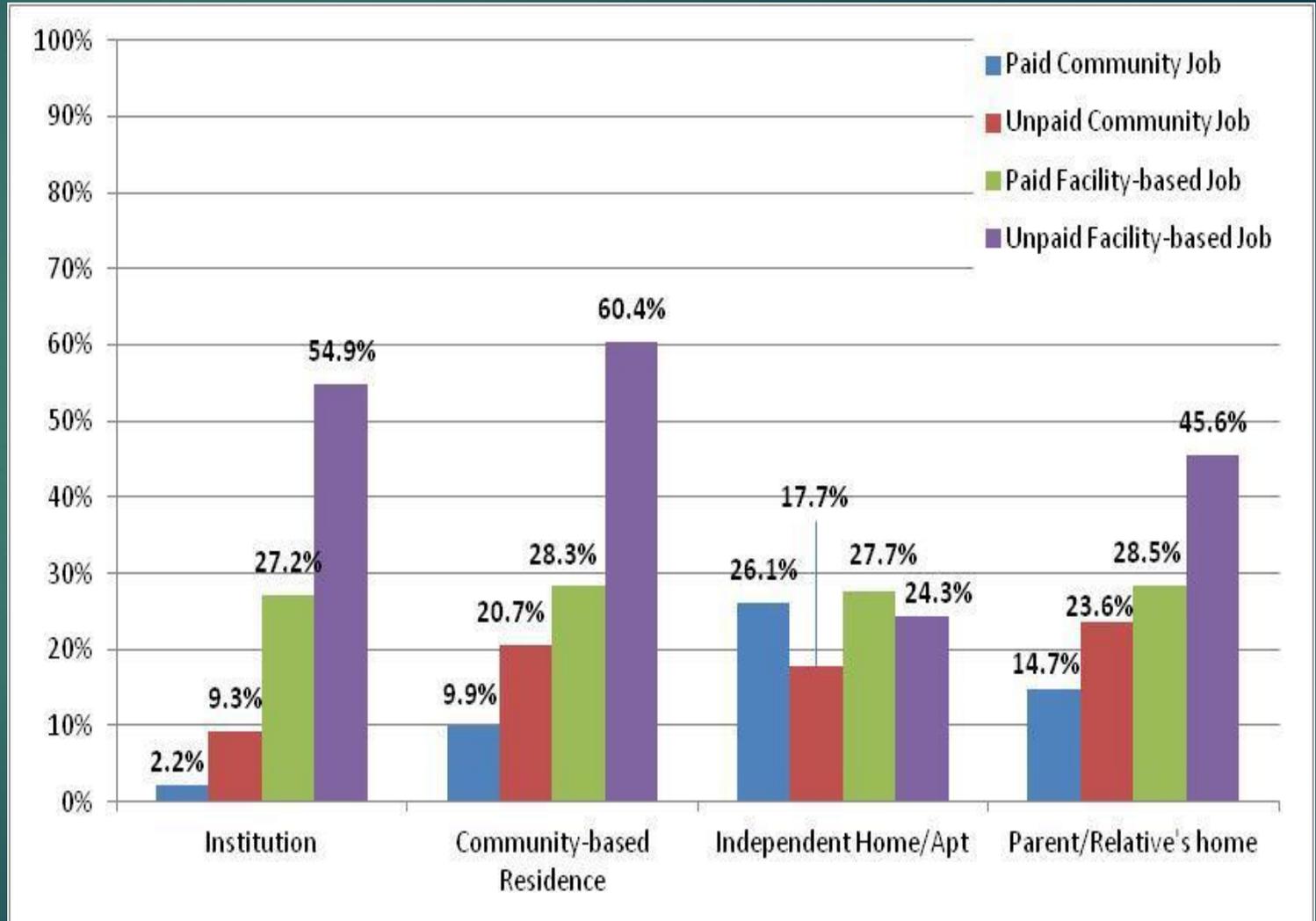
Community Employment

45.6% of people interviewed who were reported to not have a paid job in the community indicated that they would like to have one. However, only 13.1% of those without a community job had employment identified as a goal in their individual service plans (ISP). Furthermore, only 26.0% of people who did not have a job and stated that they would like work had this goal documented in their service plans.

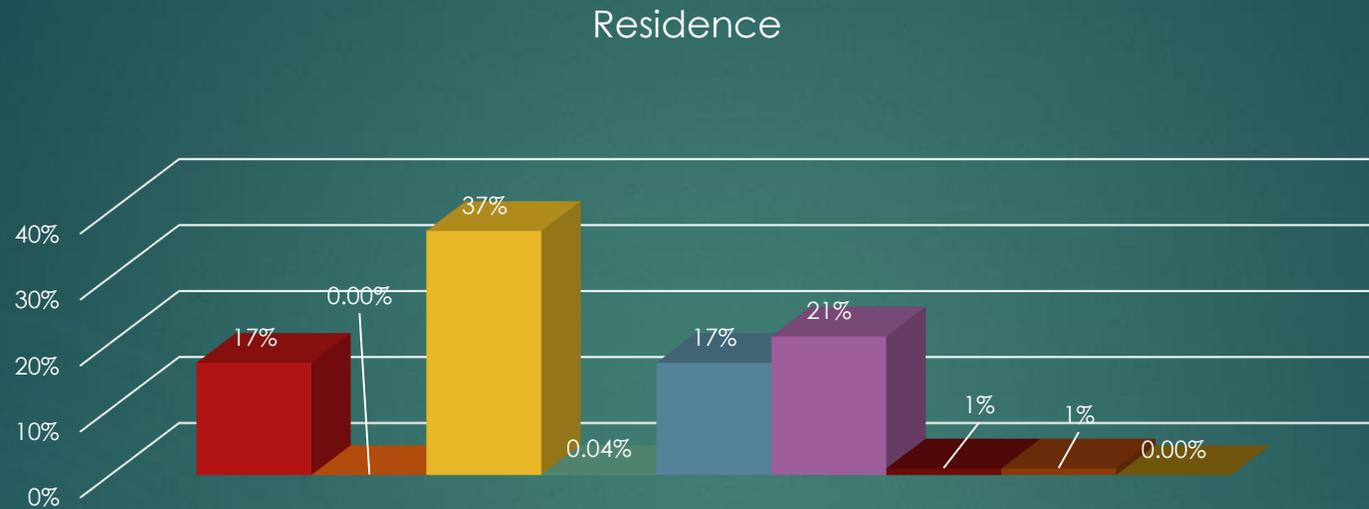


NCI Data Reports...

- Are there differences in what people do during the day based on where they live?



Residential Setting in Washington, DC



- reside in ICF/ID (4-6)
- reside in ICF/ID (7-15)
- group living setting (2-3)
- group living setting (4-6)
- own home or apartment
- parent/relative's home
- foster care or host home +2

Policy Implications

- ▶ *Development of employment first initiatives: Based on the data from the NCI, states need to frame clear goals and take a holistic approach to building employment systems capacity. Washington DC, should also implement this policy. Every, ISP plan should make this goal. clear-either yes this is the goal or no*
- ▶ *Supporting career goals: The data suggest that almost half of individuals who are not working in the community want a job, but that only 26% of those who want a job have community employment as a goal in their service plan. However, based on the data provided for Washington DC, the district is doing a great job in keeping individuals employed and/or engaged in some form of paid or unpaid activity.*

Thank You!